CSM Savusa

CMF 51 Series

(AL&T Contracting NCO

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US Army Contracting Command, Europe
Contracting Sergeants Major

Agenda

- Purpose
- Background
- US Army Enlisted Acquisition Workforce Program (NAWP)
- Benefits of a New MOS
- NCOs in Contracting (New CMF)
- Career Progression / Development (NCOES)
- Contracting NCOs in Europe
- Reclassification
- The Approved “Way Ahead”
- The US Army Sustainment Command (ASC)
- AFSBs and CSBs relationships to the war fighter
- Conclusion

Purpose

To provide the USAREUR / MSC CSM an information brief on
the APPROVED MOSC 51C (Acquisition, Logistics, & Technology (AL&T) NCO).

Provide a Concept of Operations for Contingency Contracting
Force Structure supporting the modular fight.

Background

- In April 1998 the MILDEP to the ASA(ALT) initiated a study on contingency contracting issues:
  - Balance the critical shortage of CCO in ACQ Corps
  - Establishing a MOS for NCOs in Contracting
  - Develop the NCO contracting function as an ASI; expand management of the ASI to PERSCOM and allow time for the pool of ASI qualified NCOs Army-wide (ASI: G1, Contract Agent)
  - Revisiting feasibility of an MOS at a later date
- Vision: “A Multifaceted NCO CORPS that’s innovative, discipline and trained; NCOs that maintain their Warrior Ethos while executing contractual actions in support of the Soldier”

NCO Acquisition Workforce Program

- Program was designed to allow selective 92A/Y QM NCOs at skill levels (30-50) to perform duties as warranted Contracting Officers
- NCOs in the program serve a three year tour with one extension allowed
- NCOs that complete the DAU training are awarded the Additional Skill Identifier (ASI) G1 Contract Agent
- USAASC is the proponent for ASI G1
- Currently 90 QM NCOs are performing duties as a Contracting NCO

Benefits of a new M

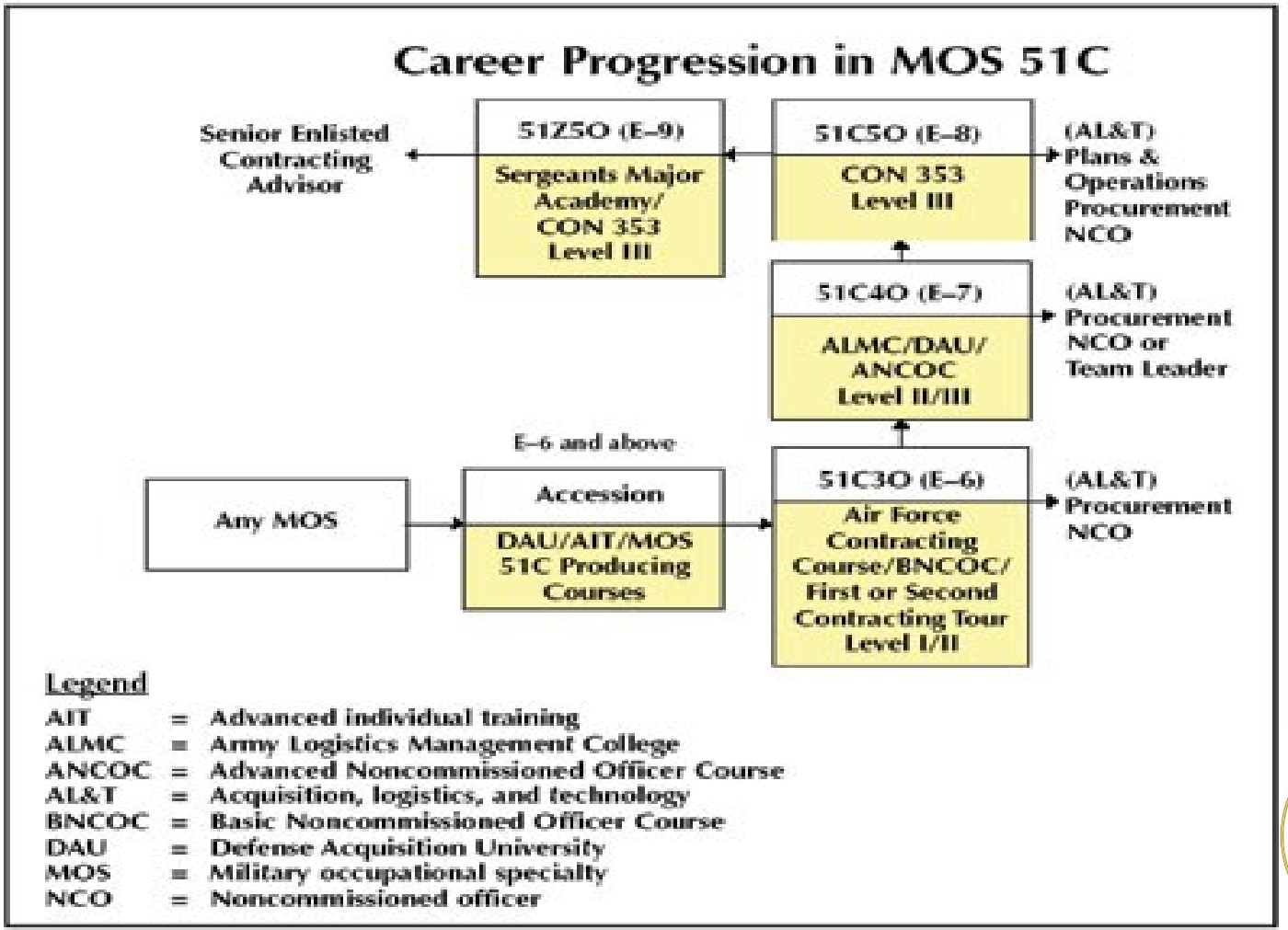
Establishing a contracting MOS for Army NCO's would correct a number of lessons
learned from past contingencies, existing problems and concerns:

- Stability within the Army's Contingency Contracting Workforce
- Streamlines **Command and Control** through proper MTOE realignment
- Improve Professional Development (DAU Training)
- Enhances ability to select, train and advance NCO
- **Competence skills mirrors Contracting Officers and DACs**
- Generate a larger pool of qualified contracting professionals for mobilization Army wide
- Accurately depict CCNCO as a "Force Multiplier"
- Remove the burden from the US Army QM Corps to provide critical logisticians
- Contingency Contracting has become a core requirement for the GWOT battlefield, this MOS will allow cross level Army assets to support modular force

Note: See ALMC article extract in your hand outs!

Career Progression

51C – Acquisition, Logistics, and Technology NCO


Career Progression in MOS 51C
Senior Enlisted Contracting Advisor
51Z5O (E–9)
Sergeants Major Academy/ CON 353 Level III
51C5O (E–8)
CON 353 Level III
(AL&T) Plans & Operations Procurement NCO
51C4O (E–7)
ALMC/DAU/ ANCOC Level II/III
(AL&T) Procurement NCO or Team Leader
E–6 and above
Any MOS
Accession
DAU/AIT/MOS 51C Producing Courses
51C3O (E–6)
Air Force Contracting Course/BNCOC/ First or Second Contracting Tour Level I/II
(AL&T) Procurement NCO
Legend
AIT = Advanced individual training
ALMC = Army Logistics Management College
ANCOC = Advanced Noncommissioned Officer Course
AL&T = Acquisition, logistics, and technology
BNCOC = Basic Noncommissioned Officer Course
DAU = Defense Acquisition University
MOS = Military occupational specialty
NCO = Noncommissioned officer

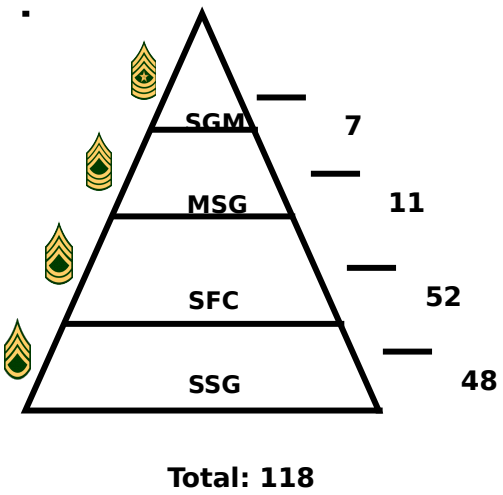
Career Development Model

YEARS OF SVC	7 - 9	10 - 15	16 – 19	20 - 30
RANK	**E6 TO E7**	**E7**	**E8**	**E9**
DUTY ASSIGNMENT	Contingency Contracting NCO/ Contracting NCO Team Leader		Contracting Plans & Operations SGT	Senior Enlisted Contracting Advisor
	Contracting battalions and contingency contracting teams (CCT)		BDE HQ and Contracting Planning Teams	Brigade and Battalions HQ
Institutional Training	BNCOC - MACAC	ANCOC - DAU		SMC
Recommended NCOES-RELATED COURSES	PRIOR TO BNCOC Communication Skills Behavior Science Computer Literacy	PRIOR TO ANCOC Principle of Management Organizational Behavior English Composition		PRIOR TO SMC Time Management Human Resource Management Research Techniques
	Battle Staff NCO			
Recommended CMF-RELATED COURSES AND ACTIVITIES	Recommend computer literacy and writing standards			
	SKILL LEVEL 30 Evaluate Contracts Provide Contracting Support Modify Contracts ACCEP Training Contract Law Standard Procurement System	SKILL LEVEL 40 Forecast requirements Brief Cdr and staff Performance Standards Contract Officer Representative Management of Personnel		SKILL LEVEL 50 Acquisition Planning **Contract Support Planning** Contract Strategy Statement of Work Technical Evaluations
Recommended CMF- RELATED CERTIFICATION OR DEGREE GOAL	MISSION AIRMEN READY CONTRACT APPRENTICE CRS LEVEL I CERTIFICATION IN CONTRACTING ARMY LOGISTICS MANAGEMENT COLLEGE (DAU) LEVEL II & III CERTIFICATION IN CONTRACTING AA/AS/BA IN: BUSINESS RELATED DISCIPLINES BY THE 10TH YEAR OR EARLIER BA/BS IN: BUSINESS RELATED DISCIPLINES BY THE 15TH YEAR OR EARLIER			

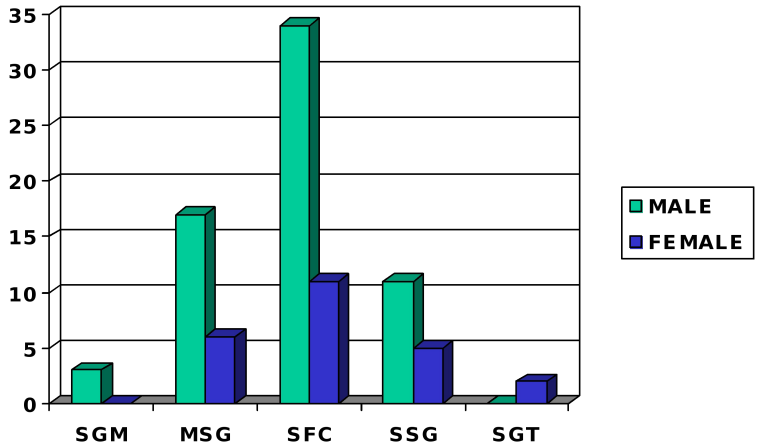
Promotion Pyramid

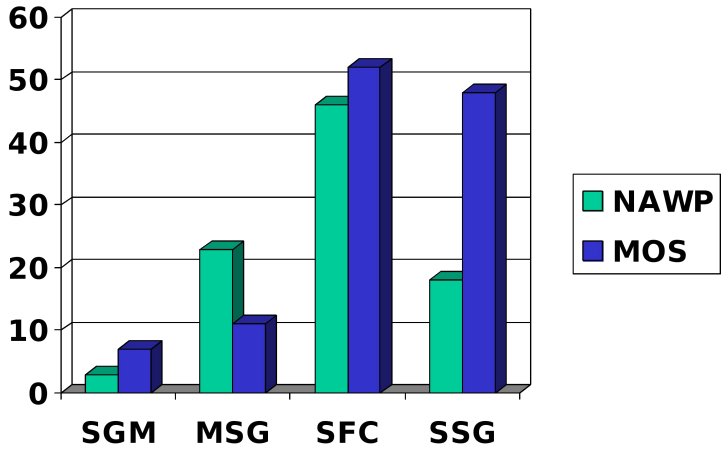
51C – Acquisition, Logistics, and Technology NCO

NCOs in the program	
	Program
E-9	3
E-8	23
E-7	46
E-6	16
E-5 (P)	2
	90



Total: 118





BNCOC Technical training

- 9 Qualified Instructors
- 40 Academic Days
  - Classroom Lecture
  - Simulated Office Lab
- FY 06 Statistics
  - 19 Classes
  - 217 Students

Air Education and Training Command

U.S. AIR FORCE

Contracting Schoolhouse
MISSION READY AIRMAN COURSE
345 TRS/TTC

Weeks 1 through 4
- Contracting Fundamentals
- Demo-Performance of Tasks
- Subject: Commercial & SAP

Weeks 5 through 8:
- Contracting Office Model
- 37 Purchase Requests
- Mix of Purchase Actions using SAP

Classroom Lecture – 4 Blocks of Instruction
- Block I – Contracting Fundamentals
- Block II – Contract Planning
- Block III – Contract Formation
- Block IV – Contract Administration and Other Contracting Concerns

Measurement
- Appraisals
- Progress Checks
- 4 Block Tests

ANCOC Technical training

- Course Name: Army Acquisition Intermediate Contracting Course
- DAU Equivalencies
  - CON 202 Intermediate Contracting
  - CON 204 Intermediate Contract Pricing
  - CON 210 Government Contract Law
- DAU Equivalency Granted Thru 31 Sep 09

Army Acquisition Intermediate Contracting Course purpose

- To prepare officers, non-commissioned officers, and civilians for mid-level contracting positions and make the transition from contract specialist to contracting officers.
- AAICC (or equivalent) is required to obtain Defense Acquisition Workforce Improvement Act (DAIWA) level 2 certification in contracting.

Army Acquisition Intermediate Contracting Course Content

- Acquisition Plans
- Adjustments
- Calculating Costs
- Contract Admin
- Contract Awards
- Contract Formation
- Contract Law
- Cost Realism
- Contract Terminations
- Defective Pricing
- Funding
- Fraud
- Generating Requirements
- Inspection
- Labor Policy
- Learning Curve
- Market Research
- Modifications
- Source Selection
- Property
- Protests
- Regression
- Statistical Analysis
- Settlements

Army Acquisition Intermediate Contracting Course CURRENT ISSUES/SOLUTION

- DAU level 2 contracting courses changed from CON 202, 204, and 210 to CON 214, 215, 216, 217 & 218 on 1 Oct 06.
- DAU course transition matrix cross references the former course to all current courses except CON 218.
- Current AAICC graduates are also required to take CON 218.
- ALMC is revising AAICC and anticipate equivalency for CON 218 in Mar 07.

NOTE: Equivalency will be retro-active for soldiers who took the course for which ALMC is seeking equivalency prior to the granting of equivalency.

NCO Education System

Institutional Training

- **DAU LEVEL I – CONTRACTING COURSES**
  DAU ONLINE / RESIDENT TRAINING
  (AIT/MOS AWARD TRNG)

- **MISSION AIRMEN READY APPRENTICE COURSE, USAF**
  CONTRACTING & FLIGHT ACADEMY, LACKLAND AFB, TX – 8 WK
  (BNCOC EQUIVALENCY)

- **ARMY LOGISTICS MANAGEMENT COLLEGE (ALMC)**
  ADVANCE CONTRACTING TRAINING COURSE, HUNTSVILLE, AL
  (ANCOC EQUIVALENCY)

- **US ARMY SERGEANTS MAJOR ACADEMY, FORT BLI**

Must meet all DAWIA requirements to receive any Acquisitio or Contracting Certification (Levels I, II, or III) – *no waivers*

E6 – E7 (Level I and II)

E8 – E9 (Level III)*

(You can be warranted but not certified)

***NCO must be certifiable prior to attendance CON 353**
Career path enhances synergy with Commissioned Officers
GS-1102 DAC
Civilian Education requirements are mandatory for certifi

Reclassification process

- **Step 1** NCOs will request reclassification through local retention NCOs
- **Step 2** HRC Reclassification Branch will conduct initial reclass review and approval
- **Step 3** HRC Reclassification Branch forwards Reclassification Candidate over to QM Enlisted branch and USAASC for review and approval
- **Step 4** Soldiers approved for reclassification in Step 3 will be approved for DAU training by QM Enlisted branch will be relocated to a CCO assignment as a 51CXY2
  - Soldiers will be given **180 days** to complete the online DAU training while at a CCO assignment
- **Step 5** Soldiers that complete the DAU training will be awarded MOS 51C by Reclassification branch and will begin career as a Contracting NCO
- **Step 6** QM Enlisted Branch will schedule NCOs for NCOES courses once time requirements have been meet

NCOs in USAREUR

- Contracting NCOs Assigned to Europe
  - AE Reg. 614-200 (rescind 07/07)

- Approved MTOE (eDate: 16 June 2007)
  - Current structure: Bde (-) OCONUS (1/3500 ratio)
    - ➔ Worldwide mission requirement

  - Future structure: increase enlisted end strength by 50%
    - ➔ Aligns all AMC assets Army wide (AL&T)

- How are Contracting NCOs supporting USAREUR
  - Tactical – COCOM / ASCC / SOCEUR
  - Garrison – co-located within Regional Contracting Offices (IMCOM Support)

NCOs in Contracting

51C – Acquisition, Logistics, and Technology NCO

The Way Ahead

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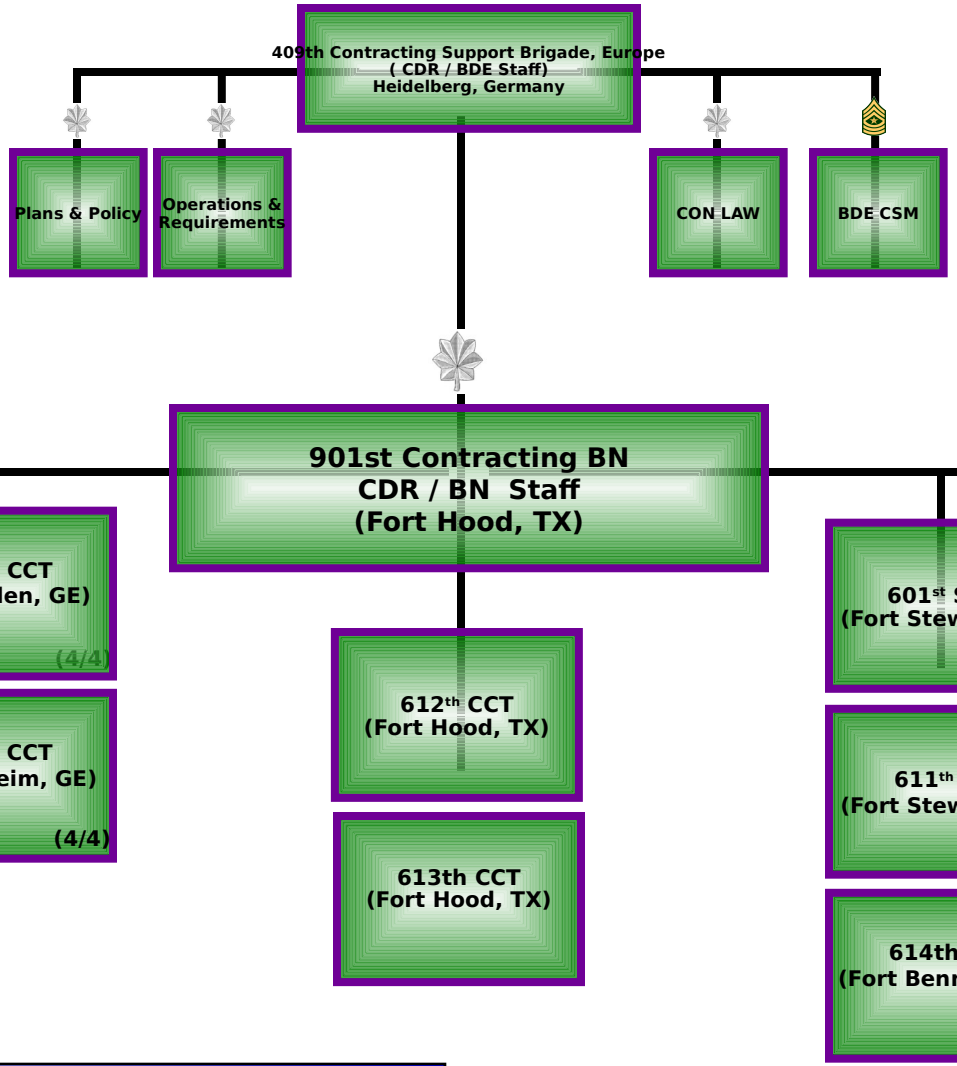
US Army Contracting Command, Europe

ACQUISITION SUPPORT CENTER

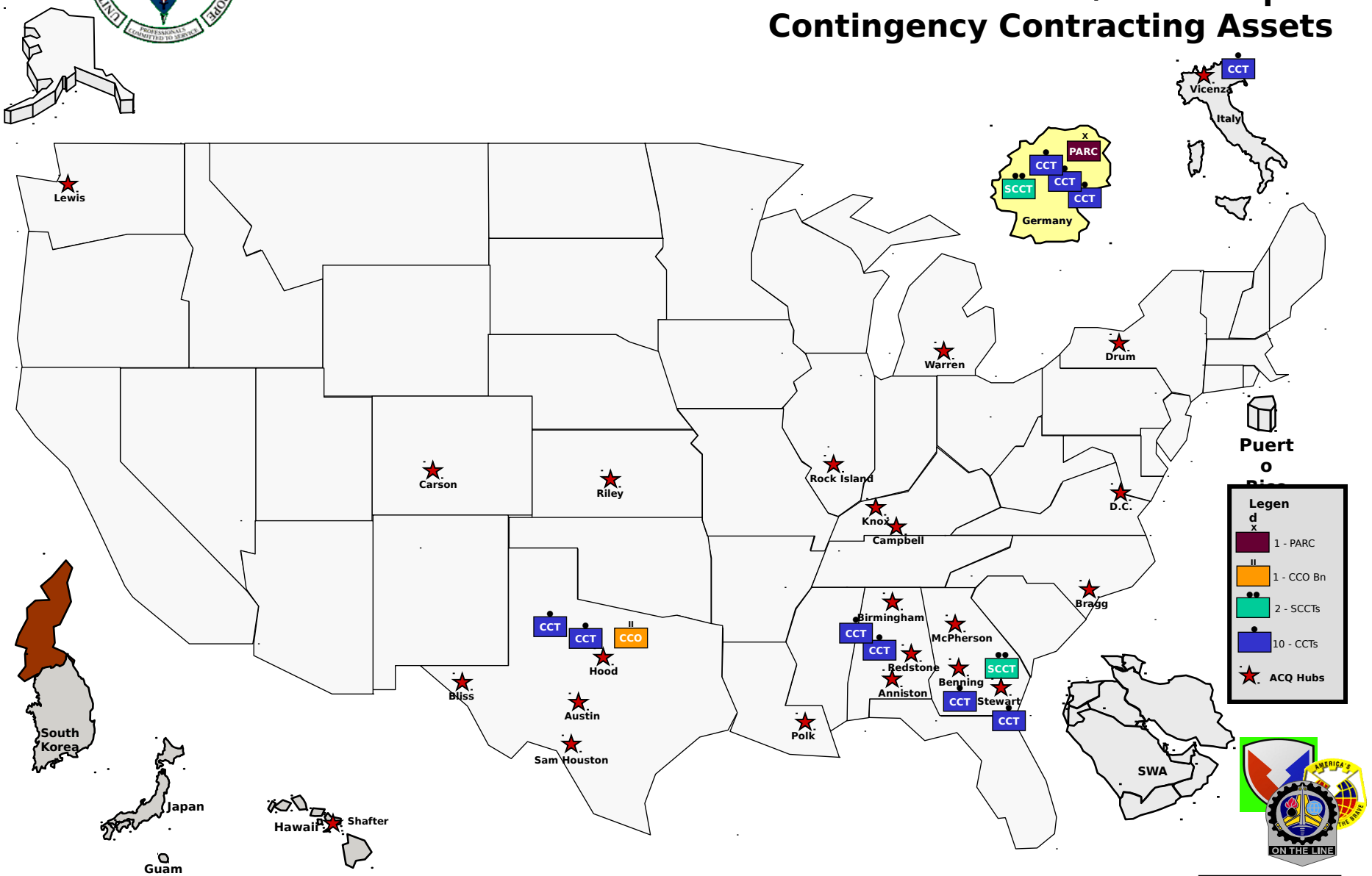
409th Contracting Support Brigade, Europe

CDR USACCE*
CSL Brigade Command
BDE CSM (D) - TBD



409th CSB, Europe

Contingency Contracting Assets



Levels of Command

AOE

Contingency Contracting

Army Modular Force

AMC/ASC /CSB Transformed

Contingency Contracting

AMC Transformed

Capabilities

XXXX
Army **PARCs**

XXX
CORPS
- CSGs Individuals
  - 51C officers
  - 92 series ASI
  - G1 NCOS

XX
DIV
- DISCOMS Individuals
  - 51C officers
  - 92 series ASI
  - G1 NCOS

X
BDE
- BCT Individuals
  - 51C officers
  - 92 series ASI
  - G1 NCOS

Army Support — **CSB**

Contingency Contracting Brigade (CSB)
- **Integrates Contracting support with joi strategic partners**
- Contract Management
- Develops contract support plan
- **Coordinates contracting within the thea**

XXX
CORPS — **CBN**

Contingency Contracting Battalion (CBN)
- **Provides Command and Control over all**
- Ensure readiness of CCT
- Deploys CCT assets worldwide
- Deploys with oversight of contracting operat

XX
DIV — **SCCT**

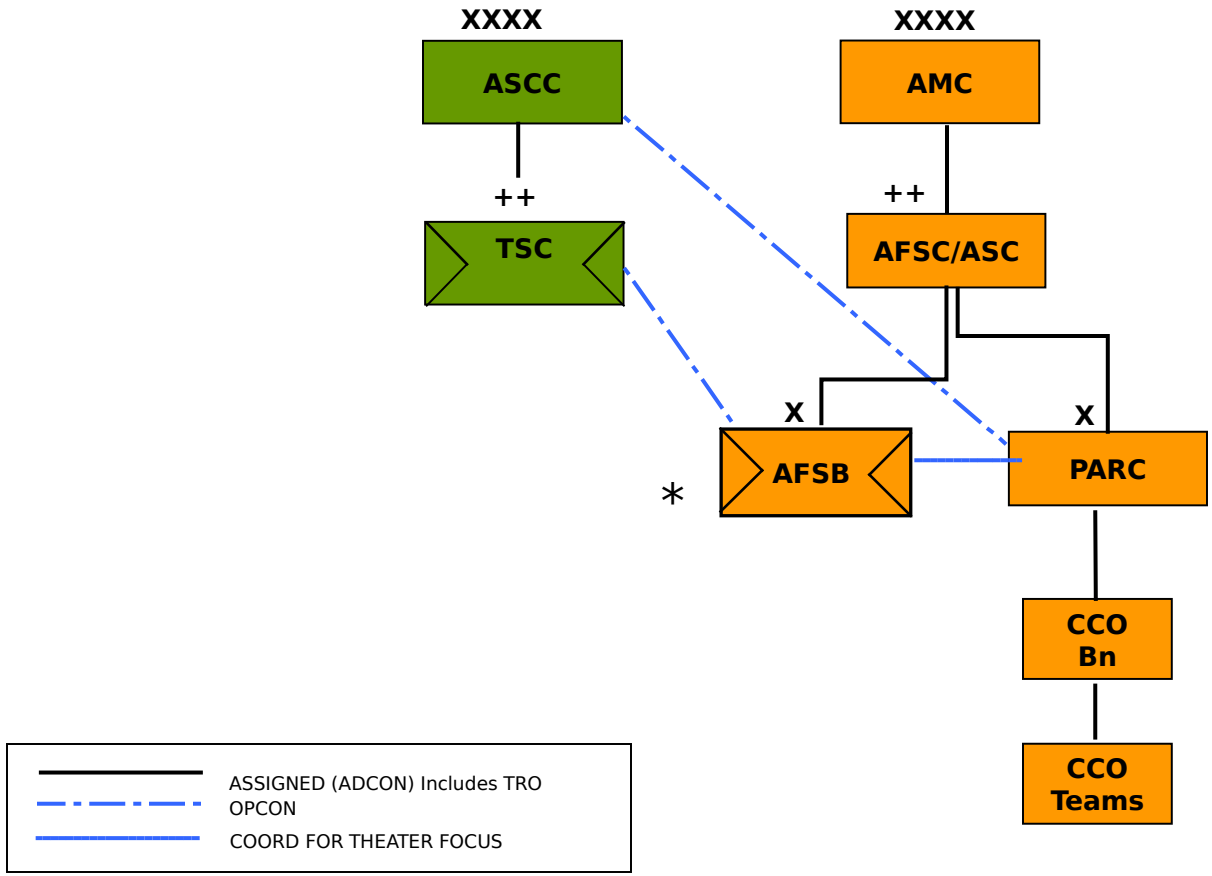
- **Senior Contingency Contracting teams (SCCT)**
- Provide Contracting support
- **Provides Contracting planning support t Divisional elements**
- Oversight of deployed CCTs
- Deploys worldwide in support of operations

X
BCT — **CCT**

Contingency Contracting Teams (CCT)
- Provide Contracting support
- **Provides Contracting planning support t Brigade elements**
- **Deploys worldwide** in support of operations

Command & Control

As briefed and Approved by DA



- AFSB/PARC ARE OPCON WHEN FORWARD DEPLOYED
- DEPLOYED CCO ASSETS OPCON TO AFSB FOR CONTINGENCY OPERATIONS

Lines of Authorities

(extracted from FM 100-10-2)

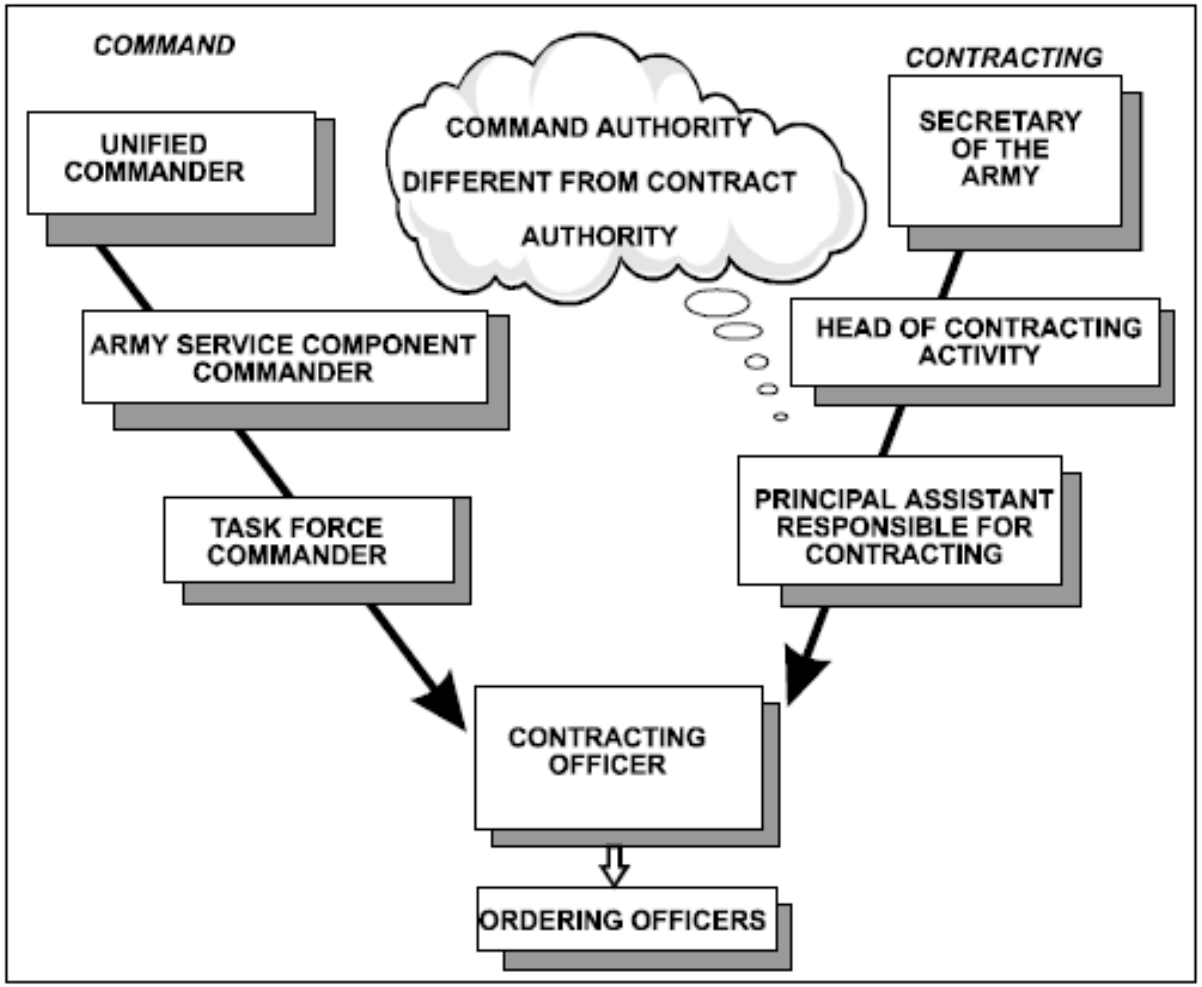


Figure 1-6. Lines of Authority

Conclusions

- Level of Support will be transparent to units
- Change in Shoulder Sleeve Insignia (SSI)
- Contracting advice available for senior enlisted leadership
- USAASC to forecast more TOE 51C NCO positions to resource future needs
- More 51C NCO positions will have to be created, approved and resourced in other areas of Acquisition for NCOs development and utilization
- Other MACOMS will have the ability to develop 51C NCO requirements in future TAA processes

Contracting Command Europe

Questions

BACK-UP SLIDES

Tell us what you think! On our web-based

Interactive Customer Evaluation

Go to: http://www.hq.usacce.army.mil/

and click on the ICE icon